

The Future of Diversity, Equity and Inclusion 2021

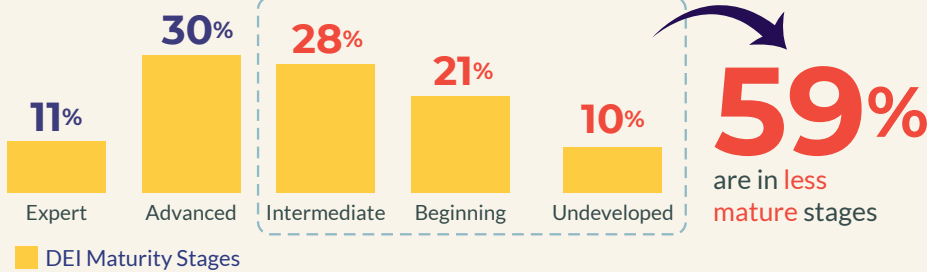
Advance DEI initiatives to achieve greater long-term organizational success



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DEI programs still need improving



Are organizations being proactive at cultivating a more diverse workforce?



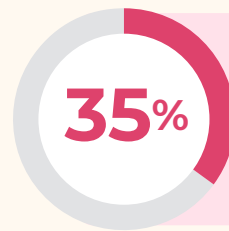
69%

HR professionals say their workforce is more diverse than it was two years ago

But only **58%**

say their workforce reflects the demographics of today's marketplace

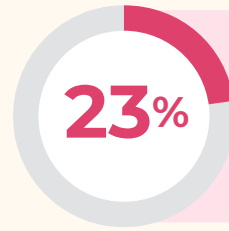
Organizations seem to lack diversity in the leadership ranks



say ethnic/racial minorities make up **no more than 20%** of their organization's leaders



However, ethnic/ racial minorities make up about 40% of the US population



say women represent **no more than 20%** of their organization's leaders

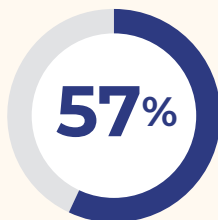


However, women represent nearly half the US workforce

Is DEI included in business strategies?



agree or strongly agree that DEI plays a role in strategic planning



agree or strongly agree that DEI framework is formally integrated into business strategies

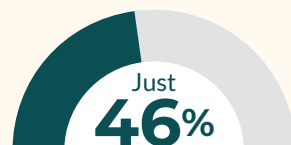


Do organizations measure and analyze DEI?

Most companies fall short in the areas of metrics and training



establish and measure DEI analytics and reporting to a high or very high degree



agree or strongly agree they know how effective DEI programs are



use basic metrics such as gender and ethnicity to measure the current state of DEI

Many are not addressing pay inequity



Only **22%**

strongly agree that pay is equitable in their organization

Just **33%**

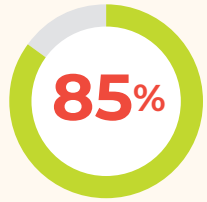
say their organization has a formal budget allocated to closing pay gaps

13%

say they don't measure pay gaps or pay equity at all



Do organizations offer DEI-related training?



of organizations offer DEI-related training to at least some employees



offer training to all employees



Of those organizations that offer training, the most widely provided are:



inclusion awareness training



performance management training



inclusive recruitment policies training



anti-racism training

How do DEI high performers* stand out from the crowd?

DEI high performers are far more likely to:



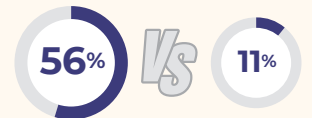
have DEI framework formally integrated into business strategies



ensure healthcare and EAP providers reflect the gender, race/ethnicity and language spoken of the workforce



have a formal budget allocated to closing pay gaps



Consider These Strategies



Take a pulse on the state of pay equity

Take a good look at your organization's performance management system, especially if it is used to make promotion and pay decisions

Seek opportunities to drive innovation and encourage diversity of thought

Get support from the top

Analyze leadership initiatives and recruiting processes to support women and ethnic/racial minorities

Decide how your organization should approach DEI metrics

Offer training programs to reinforce cultural values and minimize lawsuits

Stay up-to-date on global regulations, policies and procedures

About the Survey

HR.com
Maximizing Human Potential

The "Future of Diversity, Equity and Inclusion 2021" ran December 2020 and January 2021. We gathered 374 usable complete and partial responses, primarily from HR professionals in virtually every industry vertical. Respondents were from all over the world, but the majority of them were from North America, especially the United States.

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The Future of Diversity, Equity and Inclusion 2021

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Circa

*DEI High Performers: Respondents who rate their organization's DEI initiatives as effective (that is, an 8, 9, or 10 on a 10-point effectiveness scale).